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**ANALYSIS THE EFFECT OF ORGANIZATIONAL CULTURE
AND JOB SATISFACTION TOWARD EMPLOYEE PERFORMANCE OF HUMAN
RESOURCES STAFF IN PT WASKITA KARYA (PERSERO)**

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ABSTRACT

The aim of this research is to analyze the effect of organizational culture and job satisfaction to the employee performance. Research is done in PT Waskita Karya Jakarta. Sample applied in this research is 30 employees who consisted of human resources staff and legal staff. The data collected by using questionnaires which the sampling technique is simple random sampling. Analytical method used in this research is multiple linear regression analysis, using SPSS 20 program.

The result shows that organizational culture positively influence on employee performance (p 0,000 and t 7.029. with coefficient 0799,), and job satisfaction positively influence on employee performance (p 0,000 and t 4,195 with coefficient 0,238). Empirical finding indicated that to increase employee performance in PT Waskita Karya, the management should pay more attention to organizational culture factors and job satisfaction factors, because those factors proved influence on employee performance.

Keywords: *Organizational culture, Job satisfaction and Employee performance*